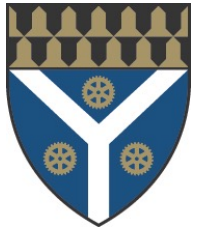


*The Senate of the Yale University Faculty of Arts and Sciences  
and School of Engineering and Applied Science  
(FAS-SEAS Senate)*



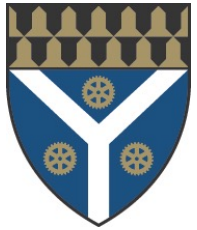
## *FAS-SEAS Senate*



- **An advisory body representing Yale FAS and SEAS faculty**
- **Created in 2015**
- **Composed of 25 Senators**
  - **7 Humanities, 5 Social Sciences, 5 Sciences, 3 Engineering, 5 At-Large**
  - **≥ 1 Instructional, ≥ 3 Pre-Tenure Faculty Members**
- **Elections held every spring**
- **Senators serve up to three two-year terms**
- ***“A key structure in faculty self governance”, “A forum for debate and advocacy”***



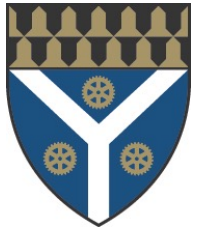
## *Senate Duties*



- **Attend monthly Senate meetings**
- **Serve on 2-3 Senate committees**
  - Examples: Faculty Advancement, Budget, Governance, Diversity ...**
- **Attend / organize Senate events:**
  - **Advocacy, e.g., reports or resolutions on academic freedom**
  - **Informational, e.g., debate fossil fuel divestment**
  - **Social, e.g., junior faculty happy hour**



## *Impact of Yale Senate*

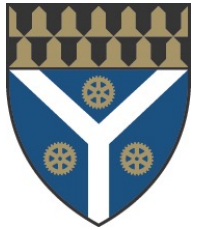


**Advocated, alongside others, for significant changes:**

- ↑ Yale Child Scholarship Program, from **\$16,500** to **\$29,500** / yr / child
- ↑ Faculty salaries, from **92%** to **97%** (Social Sciences) and **97%** to **99%** (Humanities), as percentages of peers (and still working on reaching parity)
- ↑ Strategic and budgetary autonomy of FAS and SEAS, toward more streamlined decision making
- ↑ Salary, professional dev, family support for Instructional Faculty
- ↑ Institutional support for faculty child-care



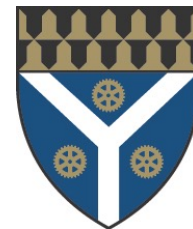
## *Running for Yale Senate*



- **Nominate self (and others) in response to Senate email query (encourage multiple nominations by colleagues!)**
- **Senate Nominations Cmte confirms candidates' intention to run, collects candidacy statements**
- **Candidates campaign among faculty colleagues**
- **Web-based election conducted over ~ two-week period in April/May**
- **Election winners announced**
- **Senate service begins August 15**



## Why Serve in the Senate?



- ***“Advance the issues most important to YOU, from a highly respected Yale faculty body.” - Paul Van Tassel***
- ***“Yale works best when faculty are empowered, and the Senate is our foremost mechanism of influence.” - John Geanakoplos***
- ***“If a university issue bothers you, become a Senator and try to fix it.”  
– Meg Urry***
- ***“The Senate has given me a voice as an instructional faculty member.” – Rebecca Toseland***

# FAS-SEAS SENATE "WINS"

## 2015-2016 Beverly Gage

- **Established the [Senate](#)**. Everything from sorting out formal Senate policies, committees, and structures to getting a Senate email system up and running. Bill Nordhaus, who was deputy chair, was absolutely crucial in all of this.
- **FAS size**. In the course of writing a report on the impending opening of the new colleges, we discovered that the size of the ladder-faculty FAS had shrunk significantly in recent years. Thus began the Senate's campaign to track and expand the size of the FAS.
- **Renaming Calhoun**. In the wake of President Salovey's initial decision not to rename Calhoun, the Senate led the faculty's response and successfully helped to produce a change of policy the following year.
- **Faculty conduct standards**. The Senate successfully pushed the administration to revise the pending Yale faculty conduct standards to ensure due process and faculty-peer control.

# FAS-SEAS SENATE "WINS"

## Reports issued in 2015-2016

- [Report by Shiri Goren and Charles Schmuttenmaer on Visit to Yale NUS](#)/Presented to the FAS Senate on May 19, 2016
- [FAS Senate Diversity and Inclusivity Report](#)/Approved by the FASS on May 19, 2016
- [FAS Senate College Expansion Report](#)/Approved by the FASS on March 10, 2016
- [FAS Senate Faculty Conduct Standards and Procedures Report](#)/Approved by the FASS on March 10, 2016
- [FAS Senate Review of Yale's Parental Policies](#)/Approved by the FASS on March 10, 2016



# FAS-SEAS SENATE "WINS"

## 2016-2017 Emily Greenwood

- Investigation of ***Canvas copyright issues***.
- Addressed ***labor issues and Local 34 Union contract***.
- Formation of ***Yale College Expansion Committee*** which produced a ***Report*** that was sent to the administration.
- ***Reform of Ad-hoc Committee on Faculty Conduct Standards and Procedures***.
- ***Formation of the Committee to Establish Principles on Renaming*** that addressed issues related to changing or not changing names.
- ***Committee on Committees initiative to have senators participate on important committees*** selected by administration (FASTAP, CESOF, Yale College Expansion Committee, Sterling Library Committee).
- ***Diversity and Inclusivity Committee*** had a productive meeting with relevant stakeholders, that resulted in a ***dashboard on diversity matters*** that is now available on the Deputy Provost's website.

# FAS-SEAS SENATE "WINS"

- Presented *panel discussion on the role of the university and academic expertise* in the current political climate.

## Reports issued in 2016-2017:

1. [FAS Senate Report on the Status, Pay and Condition of Non-Ladder Faculty in FAS](#) - Approved by the FASS on April 9, 2017
2. [FAS Senate Report on Budget Transparency](#)/Approved by the FASS on December 8, 2016
3. [Recommendations for the Procedure for Selecting Divisional Deans in FAS](#)/Approved by the FASS on November 10, 2016

# FAS-SEAS SENATE "WINS"

## 2017-2018 and 2020-2021 Matt Jacobson

- Winning a *re-review of the Standards and Procedures* regarding faculty misconduct, and winning an FAS-wide election as part of the approval process
- Formation of and work with the *Yale Childcare Consultative Committee*
- FAS-wide *forum on COVID information* (both general health info and university procedures)
- Governance Committee work on *copyright* in the digital age, which became *policy*.
- Resolution to support the *Yale Prison Education Initiative*, which affected policy.
- Ongoing work on the creation of an *Ombudsman office* (not a win, but important...)

## Reports issued in 2017-2018

- [Report of the Peer Advisory Committee on the Creation of a University Ombuds Office at Yale](#) - Approved by the FASS on May 7, 2019

# FAS-SEAS SENATE "WINS"

- [Informal report of the Faculty of Arts and Sciences Senate Ad Hoc Diversity Committee on the Faculty Resources Committee \(FRC\)](#) - Approved by the FASS on May 7, 2019
- [Review of Progress in Restructuring the FAS - Report of the FAS Senate Governance and Institutional Policy Committee](#) - Approved by the FASS on May 8, 2018
- [FAS Senate Response to the August 2017 Report of the University-Wide Ad Hoc Committee on Procedures for Resolving Faculty Misconduct](#) - Approved by FASS on November 9, 2017

# FAS-SEAS SENATE "WINS"

## 2018-2019 Bill Nordhaus

- ***Standards and procedures***: Established our role and made some important changes
- ***Faculty excellence***: A great study that showed where we were going wrong.
- ***Copyright***: Established the principle that faculty own the copyright to their teaching, lectures, and recordings.

Many other initiatives were first-rate, but these served the faculty and the institution with distinction.

## Reports and resolutions issued in 2018-2019

- [FASS Resolution of Concern](#) - Approved by the Yale FASS on May 7, 2019
- [Report of the Peer Advisory Committee on the Creation of a University Ombuds Office at Yale](#) - Approved by the FASS on May 7, 2019

# FAS-SEAS SENATE "WINS"

- [Informal report of the Faculty of Arts and Sciences Senate Ad Hoc Diversity Committee on the Faculty Resources Committee \(FRC\)](#) - Approved by the FASS on May 7, 2019
- [FAS Senate Research and Scholarly Excellence Report - January 23, 2019 - \(full\)](#) - Approved by the FASS on December 11, 2018
- [Report of the FAS Senate Ad Hoc Elections Committee](#) - Approved by the FASS on August 27, 2018

# FAS-SEAS SENATE "WINS"

**2019-2020** John Geanakoplos

- Focused on ***Faculty Excellence and the Faculty Role in Governance***.
- Hosted Provost Strobel who accepted the findings of the Senate Faculty Excellence Report and vowed to increase ***faculty size and salaries***.
- Wrote the first Yale ***FAS mission statement*** “To preserve, advance, and transmit knowledge through inspiring teaching, research, and art,” which is aligned with the University's original mission.
- Published resolutions that ***critiqued the wisdom of University Covid Financial Crisis measures*** (freezing faculty hiring and salaries and pausing graduate admissions), while praising the administration’s handling of the Covid health crisis.
- Enumerated five ***principles for future financial crises*** and explained the role of Yale Endowment Spending Rule in financial crises.
- Documented the ***history of Yale’s over-reaction to past financial crises*** and its effects on faculty size and salaries and excellence.

# FAS-SEAS SENATE "WINS"

- Hosted Zoom meeting with Chief Investment Officer David Swensen and **400+ faculty to discuss Yale's financial crisis** and Endowment Spending Rule.
- Hosted discussion of broader **Covid ramifications in New Haven and Connecticut**, with New Haven Mayor Justin Elicker and Albert Ko, chair of Governor's Reopen Connecticut Board.
- Recommended Yale retain student **option of grades or pass-fail**.
- Hosted discussion of **academic freedom at NUS** with first Yale NUS president Pericles Lewis, leading to a published resolution.
- Hosted debate on **fossil fuel divestment** between Swensen, the chair of Yale Investment Committee David Macy, concerned faculty, and four undergraduate activists. Reached consensus on a resolution to modify Yale's ethical investment guidelines.

## Reports and Resolutions issued in 2019-2020

- [FASS Resolution on Procedures for Responding to Questions of Academic Freedom at Yale-NUS](#) - Approved by the Yale FAS Senate on December 10, 2019



# FAS-SEAS SENATE "WINS"

- [Proposed FAS Mission Statement](#) - Approved by FASS June 2020
- [Faculty of Arts and Sciences Senate Statement: Preserving the Future of Yale's Research and Teaching during a Financial Crises](#) - Approved by the FASS on June 9, 2020
- [The Yale Endowment Spending Rule](#) - Approved by the FASS on June 9, 2020
- [Three Lessons from Past Financial Crises at Yale](#) - Approved by the FASS on June 9, 2020
- [Report of the Elections Committee of March 26, 2020](#) - Approved by the FASS on March 26, 2020

# FAS-SEAS SENATE "WINS"

**2020-2021** Matt Jacobson

## **Reports and Resolutions issued in 2020-2021**

- [FAS Senate Statement of Concern RE: The Petition Process for Alumni Fellows](#) - Approved by the FAS Senate on May 28, 2021
- [Response to the Provost's Letter on The Report on Retirement Incentive Plan by the Yale Inter-school Faculty Working Group](#) - Approved by the FAS Senate on January 21, 2021
- [Resolution to request the Provost's Office to establish a University Work/Life Committee](#) - Approved by the Yale FASS on January 21, 2021
- [Child- and Eldercare Brief by Yale by the Yale Childcare Consultative Committee - December 2020](#)
- [Report by the Inter-school Faculty Working Group on Yale's Incentive Retirement Plan - posted on November 10, 2020](#)
- [Resolution to Support Yale Prison Education Initiative](#) - Approved by the Yale FASS on October 15, 2020

# FAS-SEAS SENATE "WINS"

- [FASS Governance Committee Report on Yale Copyright in the Digital Age](#) - Approved by the FASS September 17, 2020

**2021-2022** Valerie Horsley

## **Reports and Resolutions issued in 2021-2022**

- [Resolution Regarding the University's Response to the China Initiative and Policies Related to Inquiries from Federal Agencies](#) - Approved by the Yale FASS on April 28, 2022
- [Resolution on Educational Gag Orders](#) - Approved by the Yale FASS on April 28, 2022
- [Resolution to Establish a University Policy that Respects Academic Freedom](#) - Approved by the Yale FASS on October 28, 2021
- [FAS Statement of Concern regarding Academic Freedom at Yale](#) - Approved by the FAS Senate on October 1, 2021

# FAS-SEAS SENATE "WINS"

## 2022-2023 Paul Van Tassel

- ***Increase in Yale's Child Scholarship Program***, to support higher education expenses of faculty and staff, from \$16,500 to \$29,500 / yr / child (and to remain at 40% of Yale tuition going forward)
- ***Increased average faculty salaries*** (since 2016), as percentages of peer institutions averages, from 92% to 97% (Social Sciences) and 97% to 99% (Humanities)
- Enhanced ***strategic and budgetary autonomy of FAS and SEAS***, leading to more streamlined decision making.
- Numerous ***gains for Instructional Faculty***, including enhanced salary, professional, and family support.
- Increased ***institutional support for faculty childcare*** (more details to be added ...)

## Reports issued in 2022-2023

# FAS-SEAS SENATE "WINS"

- [Report from the FAS-SEAS Senate Diversity Committee on Romantic Relationships between Faculty and Graduate Students](#) - Approved by the FAS-SEAS Senate on October 26, 2023
- [Off the Ladder: Revisiting the Status and Condition of Instructional Faculty](#) - Approved by the FAS-SEAS Senate on May 18, 2023
- [Results of 2021-22 Faculty Focus Groups on Endowment Spending Priorities](#) - Approved by the FAS-SEAS Senate on April 20, 2023

# FAS-SEAS SENATE "WINS"

**Instructional Faculty wins over the years.** Sybil Alexandrov

- Access to free lunches in the Yale colleges
- Providing laptops
- Peer mentoring opportunities
- Professional development opportunities
- Salary adjustments
- Increase to course rate minimums.
- Inclusion in programs such as Scholars as Leaders and Scholars as Learners programs
- Primary investigator (PI) status for senior lecturers II and senior lecturers II
- Increased funding for participation in conferences
- Child-rearing leave
- Childcare support

## FAS-SEAS SENATE "WINS"

- Significant enhancement to the child scholarship plan for all faculty and staff
- Pilot phased retirement plan for certain term-limited faculty members.
- Expanded emeritus status.